Military Technician Mobilization Briefing

Overview

. There are six topics in this mobilization briefing:

1. Leave
2. Health Insurance
3. Life Insurance
4. TSP
5. Retirement Deposit
6. Allotments

Each topic involves a decision on the part of the military technician

Leave

When Scheduling Leave Consider the Following:

1. **Comp Time** — **Expires after 26 pay periods!**
2. **Time-Off Award(s)** — **Expires after 1 year**
3. **Military Leave** — **Carry over plus 120 hrs!**
4. **Annual Leave** — **Your choice to use/keep!**
5. **Unpaid Leave** — **LWOP not to exceed 5 years!**

HOW LEAVE IS SCHEDULED IS UP TO THE EMPLOYEE AND THEIR TIMEKEEPER.

5 Day Leave

- Presidential decree
- Return To Duty
- Must be the first 5 days

HEALTH BENEFITS

CONSIDER THE FOLLOWING:

- **Active Duty Status is Automatically Covered Under**

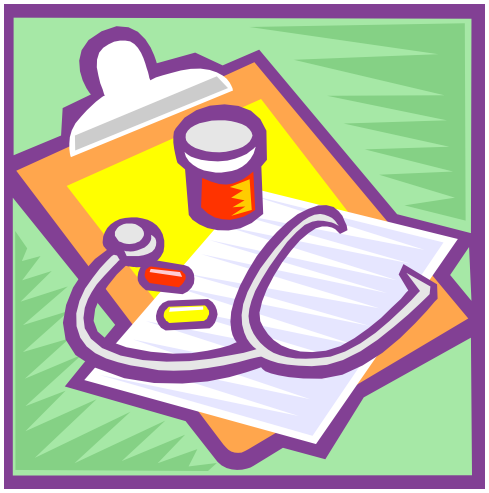
TRICARE

- **FREE**
- **Can be used as your primary, secondary or third payer**
- **Requires DEERS enrollment**

FEDERAL EMPLOYEES HEALTH BENEFITS (FEHB)

If an approved contingency, Government pays employee share for up to 24 months if activated by Presidential Call

- **Accrue as a legal indebtedness to the government**
  - **Repay upon return to pay status by payroll deduction**
  - **Each pay period = collect normal premium + one old premium until debt is paid change)**
- **Terminate**
  - **Can be restored upon Return to Du**
    - **(Requires a completed 2810)**



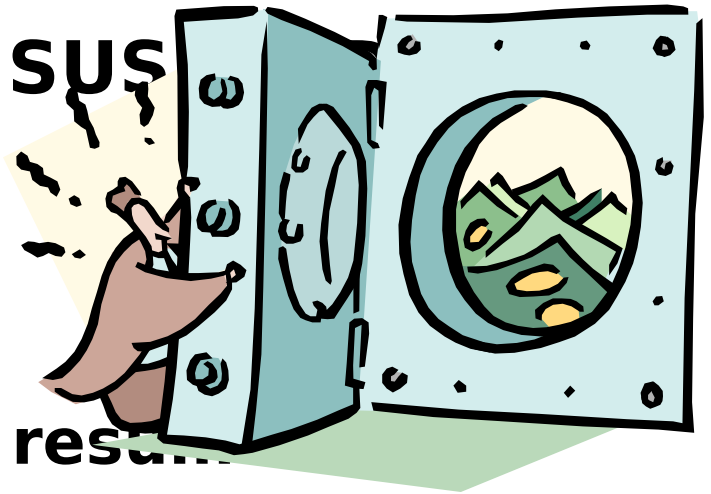
FEDERAL EMPLOYEES GROUP LIFE INSURANCE (FEGLI)

- **Continues free (basic and all optional)**
- **Has no War clause, etc.**
- **Terminates after one year in non-pay status**
- **If terminated, can convert to private insurance without medical examination**

THRIFT SAVINGS PLAN (TSP)

- **NO EMPLOYEE CONTRIBUTIONS PERMITTED WHILE IN LWOP STATUS**

- **TSP LOAN PAYMENTS SUS**
  - **(Send HRO a TSP-41)**



- **UPON RETURN TO DUTY**
  - **Payment of TSP loans will resu**
  - **No retroactive payments required**

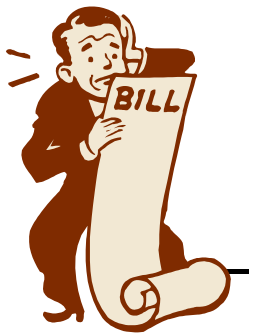
THRIFT SAVINGS PLAN (TSP) – cont'd

UPON RETURN TO TECHNICIAN DUTY STATUS

- **WILL BE PERMITTED TO MAKE RETROACTIVE CONTRIBUTIONS (must apply within 60 days)**
- **Contribution repayment period equals four times LWOP period**
- **Retroactive contributions based on employee election of record (TSP 1 in OPF)**
- **No lost earnings on make-up employee contributions**
- **Lost earnings on retroactive agency contributions**

CREDIT FOR MILITARY SERVICE - FERS

- **FERS:**
  - **Deposits are required for military service while in LWOP status**
  - **Must make deposits to FERS to receive retirement credit for the period of LWOP during active duty**
  - **Have three years after RTD to repay without interest**

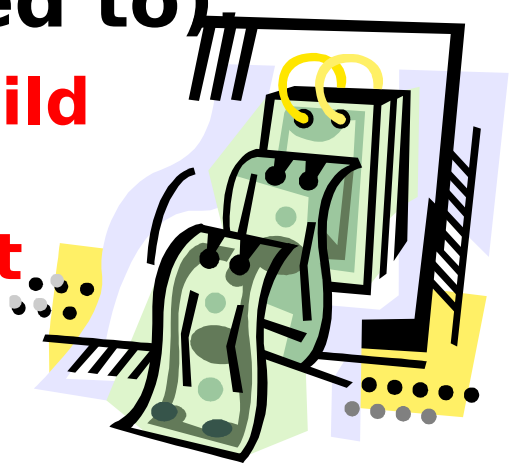


CREDIT FOR MILITARY SERVICE – CSRS

- **CSRS – Credit for Military Service:**
  - **Employed under CSRS before 1 Oct 1982 receive credit until age 62 without deposits**
    - **Must make deposits to continue credit after age 62 (avoid "catch 62" provision)**
  - **Employed under CSRS on or after 1 Oct 1982, must make deposit to receive credit for retirement**
  - **Have three years after RTD to repay without interest**

Miscellaneous Allotments

- **May Consist of (but not limited to):**
  - **Court order allotments (i.e. – child support)**
  - **House / Car / Insurance payment**
  - **Garnishments**



- **These Allotments WILL STOP!**
- **EMPLOYEE MUST MAKE ARRANGEMENTS TO REPLACE ALLOTMENTS AS NEEDED!!!**
  - **Critical: Court ordered allotments, child support, garnishments, etc.**

Flexible Spending Account

LWOP due to military deployment is considered a Qualified Status Change

www.fsafeds.com

or

1-877-FSAFEDS (372-3337)

THANK YOU!!!